

3 April 1968

MEMORANDUM FOR: Director of Personnel

SUBJECT : <sup>OPM</sup>OMP No. 1 - 14 - 11

1. It is not understood why a document such as this is not checked routinely, with the individuals responsible for a related program, before it is issued.

2. An early draft of this OPM was mentioned to [REDACTED] 25X1A and myself the day your staff was considering the Foreign Service Retirement Incentive paper, and the same day that the RCPS proposal for an inclusive one-shot effort toward retirement incentive was tabled. At that time a question was raised as to the timing of such an OPM in relation to the RCPS and you stated that the OPM would make it clear that the Retirement Counseling and Placement effort would remain as is until the Program was more advanced and firmed up. I commented that that would in all probability be in July or August and no objection was noted.

3. After a very cursory examination of the OPM draft discrepancies were noted between the somewhat fuzzy wording on the first page and the drafted chart. I was advised by others at the time not to worry about that; it would be straightened out. Not only wasn't it squared away but the subject of the OPM was not mentioned to any RCPS officer again. The "Key Personnel" list was not attached at that time nor was the statement of "General Areas of Responsibility."

4. After re-reading paragraph 2. a. it still appears both unclear and contradictory as far as my responsibilities and the status of the RCPS is concerned. From the very beginning the branch in which the Retirement Counselors sit and work has been known as the Retirement Counseling Branch. Also I have never been Chief of it. Further, [REDACTED] is Acting Chief of the EEAB and not Chief. None of the above has been discussed with the Chief, RCPS nor were the reasons and background for the structure of the existing working organization sought. Plans and intentions from the detailing of the undersigned last summer have been to build a well conceived, thoroughly founded, totally coordinated Agency Retirement Program of which the DCI, the

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Director of Personnel and in fact the entire Agency could be proud. It has been evolving toward this end along a path occasionally blocked by thoughtless unnecessary hurdles, such as some details in this OPM.

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5. It is on the point to recall two earlier situations when we on one occasion, and you, Mr. Echols, [REDACTED] and the undersigned on the other, discussed other instances where matters of substance and concern to the Retirement Program had been dealt with with no reference to RCPS. You have a strong team there and we are all staunchly behind you in working toward the complete and satisfactory fulfillment of your responsibilities. However, arbitrary actions without even a phone call can tend to build resentment and distrust. None of us wants this kind of a wet blanket to cool off the burgeoning interest and cohesive movement which is just now beginning to fall in behind your Retirement Program.

6. Your declared intentions to delegate authority and responsibility, and to rely upon your staff have my fullest support. The undersigned and the RCPS officers are daily demonstrating our experience and capabilities toward the furthering of the Retirement Program and in support of the principles and purposes of the Office of Personnel.

[REDACTED] 25X1A  
Chief, Retirement Counseling and Placement Staff

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RCP/OP: [REDACTED] mis (4/3/68)